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19 March 1958

BRIEF FOR THE CIA CAREER COUNCIL

SUBJECT: Compensation System

1. The Agency has elected to conform to the principles and many of the rules, procedures and schedules of the Classification Act of 1949, although not required to do so by law.
2. Two most fundamental questions need to be examined by the Council:

"Can a system of compensation which better meets the needs of the Agency be devised?"

"If it can be devised, can concurrence of the highest levels of the Government be obtained to put it into effect?"
3. The attached "think piece," which is not necessarily a definitive plan worked out in complete detail, is presented in order to stimulate discussion and guidance from the Council. The new Manpower Control System presented at the Council's last meeting, the Compensation System, herewith, and a Retirement System, to be discussed by the Council in April, are all interrelated.